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57-1705

MAY 22 1957

MEMORANDUM FOR: Deputy Director (Support)

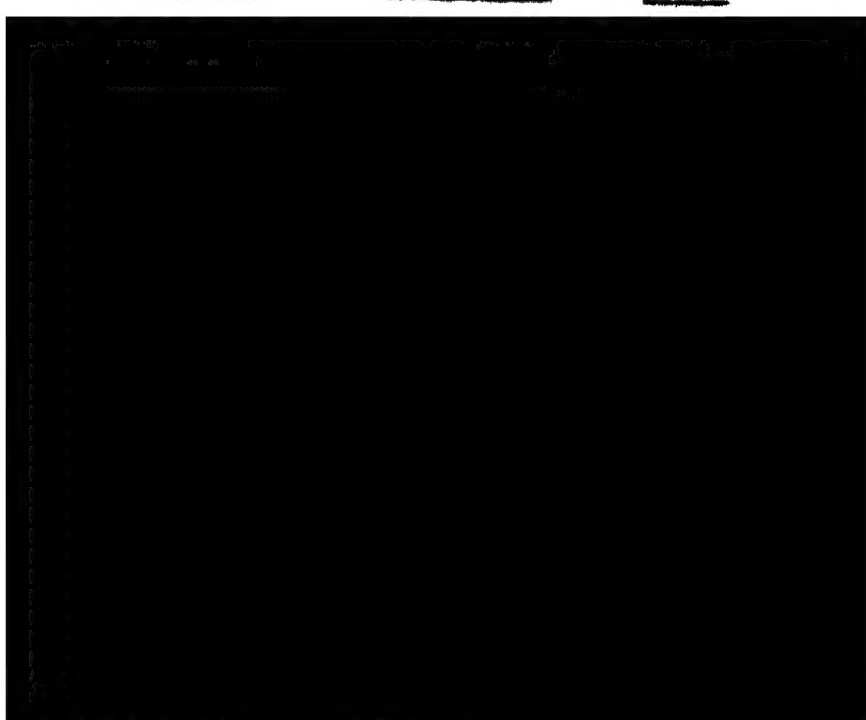
SUBJECT: O&M Alignment within the Management Staff

1. I propose here a new deal.
2. Shortly after coming on this Staff in April 1954, I was very unhappy with the limited grades then existing for the O&M side of the house, and accordingly accepted a proposal from the then Wage and Classification Division, Office of Personnel, which gave me some better grades. The only way they could see to do it (which did not make much sense) was to give me a fourth GS-15 called "overseas specialist" and a "deputy" for each of the three O&M Areas, DD/S, DD/I, and DD/P, which Areas were supervised separately by a GS-15.

██████████ occupies one GS-15 slot, and I don't expect him back for five years.

3. The present slotting on the O&M side is as follows:

<u>Authorized</u> <u>Officer Slots</u>	<u>Encumbered</u> <u>by</u>	<u>Grade</u>
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4. As you know, I operate the O&M group as a whole, and do some transferring between Areas as desirable from the point of view of need and individual competency. This is done, however, only with due recognition of loss in the field of Area knowledge, which such transfers might occasion.

5. I now want to promote [redacted] from a GS-13 to a GS-14 and can't do it because of the bind shown above. 25X1A9A

6. I propose that you permit me to operate on the following basis:

a. Retention of the three Areas as we now have them set up, with retention of the GS-15 supervisory grade in each case.

b. Elimination of the "deputy" concept entirely. There is not any such thing, and never will be.

c. Work toward one journeyman class of O&M officer under each Area chief in the single grade of GS-14 by cutting down the total number of authorized slots and operate with five less. That leaves two-thirds of the total force, i.e., a drop from 15 slots to 10 slots, including the existing authorization of three GS-15's. This then means seven GS-14 slots.

d. I believe that it is far more economical and productive to operate with only senior people in the O&M field, and with the understanding that an individual must over a period of time make the journeyman competency or be transferred out. We can develop some professionalism. Any new prospect coming in at a GS-13 would, of course, be slotted in a GS-14 slot and have the preceding understanding. Leg work, i.e., low-grade research, can be done with borrowed people on an interim basis, as we have done in the past. Resources here would be returnees and JOT's.

e. Clearly, this concept cannot be obtained overnight. It means first the application of severe standards of competence, and the development of potentially good people, as well as the elimination of those who will not make the grade.

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[redacted]
Chief, Management Staff

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PS - If you agree to this concept, I would like to get the remaining three GS-14 slots first, because I would like to use one of -2-

them for [redacted]. Then, we would have to work our way down in numbers before spending any more grade dollars.

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